

## COMPLAINTS, CONFLICTS AND APPEALS

### 1.0 Philosophy:

The District encourages parents, guardians, students, staff, administration, commissioners, and other citizens to participate cooperatively and productively in the educational process. Occasionally, conflicts occur that must be addressed by the District. The Board has adopted the following policy that shall be uniformly applied to all policies regarding the conflict resolution process. This policy shall be superseded by the current contract requirements and by law.

### 2.0 Steps in Conflict Resolution:

- 2.1 Conflicts concerning an individual student, a teacher, or other employee should first be addressed by the complainant with that teacher or employee.
- 2.2 Unresolved conflicts from 2.1 should be appealed by the complainant to the principal or the employee's immediate supervisor, whichever is appropriate.
- 2.3 Unresolved conflicts from 2.2 should be appealed by the complainant to the superintendent.
- 2.4 Unresolved conflicts from 2.3 should be appealed preferably in writing by the complainant to the Board. The Chair shall bring an appeal before the Board for review and final resolution in a timely manner.

3.0 All conflicts not described in this policy shall be resolved directly by the Board.